

# **Human Capital Strategy Development**

# Human Capital Strategy

- By CNO mandate, all officer and enlisted communities are developing strategies designed to tailor the Navy's future manpower and personnel requirements and implement changes need to posture the Navy to most efficiently perform its mission with the correct number of people.

# Human Capital Strategy (cont)

- CNO has ordered community leaders (SWO, Sub, Aviation, RL, Staff Corps, etc.) to work HCS's aggressively
- First reports due to him due this week
- Expect challenges to every part of the manpower business
- Entire process may take 1 – 2 years

# Human Capital Strategy (cont)

- Vision:
- Every billet the Navy needs will be filled with a qualified person; don't pay anyone that isn't needed.

# Human Capital Strategy (cont)

- Human Capital Strategy Encompasses:
  - Recruiting
  - Training
  - Promoting
  - Retaining
  - Retiring
  - Job alignment
- It's not a billet cutting initiative

# Human Capital Strategy (cont)

- A76/Commercial Activities (CA) Studies began several years ago
  - Ordered by Congress
  - Studied military essentiality of a command's billets
  - Submitted up unit's chain of command for approval
  - Starting to get traction now
- Not started as part of Navy's HCS development
  - HCS is a recent initiative – the timing just happens to line up now

# Human Capital Strategy (cont)

- Officer Community Reviews
  - N126 has responsibility
  - **military essentiality is basis for billet changes**
  - CA/A76 study data used
    - Promotion model and duty rotations factored in
    - OCM gets to review data
      - Needs to enlist help of senior people in respective designators to keep from doing

# Human Capital Strategy (cont)

- Initial OCRs:
  - Dieticians
  - AEDO
  - HR
  - IP
  - LDO Admin
    - Expect data analysis results in Aug.
    - N126 will brief CNP
    - Pers-41, Pac/Lant 6410s participated in review



# Human Capital Strategy (cont)

- Any work affecting individual designators must be done as part of overall LDO and CWO Human Capital Strategy development.
  - N126 will not accept individual inputs
- Do not confuse HCS initiative with Officer Community Reviews (CA Study based)
  - Not all designators may have OCR conducted

# Human Capital Strategy (cont)

- What to expect?
  - If CNP accepts the OCR analysis, billet changes are expected to begin soon afterward.
  - Billets selected for civilianization will become either contractor or civil service
  - Some may become enlisted billets
  - Some may be eliminated

# Human Capital Strategy (cont)

- Impact on our communities?
  - Too early to tell scope of changes coming
    - Won't be the same for all designators
  - Expect reductions
  - Support CNO's initiative....
    - To fight it is not only wrong, it will destroy community credibility in other areas
    - Teams that QA analysis data advised to look out for changes damaging to the Navy...work those!

# Human Capital Strategy (cont)

- Which designators will likely be next?
  - Proposed in order of least sea duty:

<b>LDO</b>		<b>CWO</b>	
• 6290	6210	7491	7531
• 6430	6450	7261	7281
• 6440	6390	7411	7511
• 6530	6550	7441	7421
• 6460	6490	7161	7181
• 6260			